

THE IMPLEMENTATION OF TRAINING PROGRAMS TO RURAL EMPLOYMENT IN NON-AGRICULTURAL SECTORS OF THE LABOR MARKET

Florian BUȘE , Tudor GOLDAN , Gheorghe-Florin BUȘE

University of Petrosani
University Str., no. 20, 332006, Petrosani, Romania,
Corresponding author: prof_buse@yahoo.com

Abstract: *The paper presents aspects of structure from 4 pilot areas, corresponding to implementing effective training programs to macro-regions. The project is developed by the develop the labor market by supporting the non-agricultural activities and attracting the people in the area. The performed legal and organizational procedures targeted: - creation of the logistics of the project activities – location, persons; - providing the resources to organize classes in every macro-region – logistics, facilities; - providing the information portal about the project – web site design. The importance of the paper is regarded by to increased rural employment and labor market participation rate on non-agricultural activities. There were used the European Labor Employment Strategy and the National Strategies where we find the principles and the key areas for employment. The research project aims the dimensions, the priority action areas for the employment of the existing national and E.U. strategies. The training programs support the following activities: project manager, tourism administrator and worker, sales agent, trading worker, fitter of board walls and ceilings, water plumber. The research included statistical analysis of the rural non-agricultural occupational*

structure from 4 pilot areas, corresponding to macro-regions. The project is developed by the University of Agronomic Sciences and Veterinary Medicine Bucharest in partnership with various research institutions and other universities in Romania. The University of Petrosani, as partner, set up the rural professional training center which benefits from the experience of the university specialists. The facilities in the university represent the guaranty for performance training. The use of the training programs consist in: - occupations, for which these courses are organized, are frequently required in the labor market in Romania; - courses are conducted by experienced specialists, the accumulation of knowledge is done through practical applications and case studies; - courses are accessible to people who want to grow professionally as part of the target group. The project represented in the paper is called “The development of the labor market by promoting the non-agricultural occupations in rural areas”, European Social Funds, Sector Operational Program: Human Resource Development (POS DRU) CCI 2007RO051PO001.

Key words: labor market, rural environment, professional training

INTRODUCTION

Within the „European Social Fond”, „ The sectorial operational program to develop human resources (POS DRU)”, CCI 2007RO051PO001, The University of Agro-Sciences and Veterinary science from Bucharest has proposed the project „The development of the work market through the promoting of non-agricultural jobs in the rural environment” which follows the dimensions, the priority action domains to enlist the existing workforce both in national strategies as in European ones.

The European strategy for employment is a permanent landmark, with the permanent improvements from the meetings in Cardiff (1998), Koln (1999), Lisbon and Stockholm (2000), Stockholm (2001) and Barcelona (2002). The council „ The employment of workforce, social policies, health and consumer care” (29 February 2008) has considered that the main

guidelines 2008-2010, in the process of the implementation of the Lisbon strategy, have 3 pillars: macroeconomics policies, microeconomic reforms, policies to employ the workforce.

The principles and main action domains in order to employ the workforce with profound implications for the human capital in rural communities are found in national strategies. The national strategy to employ the workforce, 2004-2010 has the following goals: to prevent the regional disparities for the employment, chance equality, the promoting of the integration and the prevention of the discrimination of the disadvantaged persons in the work market, the creation of jobs and the development of the entrepreneurial spirit. In the same regard the objectives of the National Development Program (2007-2013); are structured and oriented. The National Reform Program (2007-2010), in the context of the Strategy for growth and employment Lisbon, proposes: an increase in the rate of employment and of the participation rate on the work market.

MATERIALS AND METHODS

The project is developed by the University of Agro-Sciences and Veterinary science from Bucharest in partnership with The Institute for Agricultural Economy of the Romanian Academy, The Institute for research in the economy of Agriculture and Rural development Bucharest, University of Agro-Sciences and Veterinary science „Ion Ionescu de la Brad” Iași, University of Agro-Sciences and Veterinary science from Cluj-Napoca, University of Petroșani.

The partner universities involved in the project have facilitated the creation of the Centers for Professional Interrural Training (CPPI).

The centers created benefit from the experience and expertise of the teachers specialized in the domains required to develop the courses from the programs for professional training. The high level of endowment and technology from the partner universities and the training and practice locations represent a warranty for a good practical training of the students.

The professional interrural center from the University of Petroșani has the following responsibilities:

- professional training programs;
- insuring the necessary number of lecturers and of the occupational requirements to sustain the courses for professional training and forming;
- the logistics required in order to sustain the courses for professional training;
- supplying information about the ways to train and employ;
- evaluation and certification of the professional competences in accordance with the standards.

RESULTS AND DISCUSSION

The project activities are as follows:

1. Research activities and field studies about the actual situation of the work structures from the rural environment.

Within the project there have been realized, for each macro region, occupational analysis about the rural environment in general and for the non-agricultural field especially, type analysis, analysis about the phenomena of employment discrimination according to age, analysis of the entrepreneurs phenomena, and analysis about the unemployment in the rural environment.

2. Research activities and field studies in order to identify and evaluate the specific needs of the different target groups from the rural areas in order to integrate/reintegrate them into the work market.

Within the project there have been identified, based on different statistical and sociological methods the aspirations, needs, employment specific motivations for the target groups (unemployed youth, housewives, managers and persons working in the subsistence agriculture).

3. Activities for the organizing of the institutional frame required to supply programs for professional training of the population in the rural environment.

The project contributes to the development for services of professional training by creating a institution frame made out of Centers for Interrural Professional Training located in București, Cluj, Iași and Petroșani.

The main attributes of these centers are: insuring the human and material resources required for the organization for programs of professional training for non-agricultural jobs, the creation of public-private partnerships, establishing work points in the territory, by involving local actors from the work market and of the local authorities. The partner universities involved in the project have participated directly to the establishing of the Centers for Professional Interrural Training.

The Centers for Professional Interrural Training supply besides the tools of the project, the logistics required to develop a modern teaching process interactive and following European standards (seminary halls, having video projectors, laptops whiteboards, audio video systems, projector screens, internet access) in accordance with European and international standards.

4. The development and supply of the professional training programs in order to develop competences that would allow the workforce to improve its adaptability to the needs and evolution of the local and regional work market.

The professional training programs have been created and adapted to the employment needs specific to the target groups but also in accordance to the requirements of the work market so as to insure the formation and development of work resources specialized for non agriculture activities. The offer keeps into consideration the interest to participate and graduate the professional training courses resulted over the studies done on a regional level, as well as the education level of the target groups. The professional training offer contains free qualifications and perfecting for 1800 persons, half of which for women.

5. The evaluation of the competences acquired by the persons in the rural environment in order to certify the knowledge, abilities and skills for non agricultural activities.

Through the project there will be insured and evaluation of the existing competences and acquired after the participation to the organized courses and graduation and qualification certificates will be emitted authorized by the Ministry for Work and Social Solidarity, The Education, Research Youth and Sport Ministry.

The professional training programs have been created and adapted to the employment specific requirements of the target groups, but also to the requirements of the work market as to insure the forming and development of specialized work resources for non agricultural activities. The offer keeps into consideration the interest to participate and graduate the professional training courses resulted over the studies done on a regional level, as well as the education level of the target groups.

The utility of the professional training programs consists in:

- The occupations for which these courses are organized are frequently required by the firms present in the work market in Romania
- The courses are sustained by experienced specialists from the field; the gathering of knowledge is done through practical applications created over case studies (practical seminary themes and practical applications type quiz)

- The enlisting and the participation to the courses is free for the whole duration of the project

- The courses are accessible to the persons willing to develop themselves professionally and who are members of the target group of the project

After frequenting the courses for professional training and forming the participants are given qualification/graduation certificates which are emitted and recognized by Ministry for Work and Social Solidarity, The Education, Research Youth and Sport Ministry; the certificates give an extra chance in order to apply for different positions in companies that have jobs available for hire.

The University of Petroșani has been authorized to organize courses for qualification/perfecting in the Center for Interrural Professional Training Petrosani for the following courses:

- Qualifications courses for becoming an: tourist bed and breakfast administrator, commercial worker, water-drainage plumber, wall and plaster board ceiling builder.
- perfecting course for becoming: project manager, salesman, bed and breakfast worker.

CONCLUSION

The project proposes the implementation of efficient measures to develop and flex the work market by stimulating and sustaining the non-agricultural activities, by promoting entrepreneur culture, and by the attraction in non agricultural activities of the persons working in subsistence agriculture.

The advantages of the participation to one of the courses for professional training and forming are:

- Enlisting and participating to the courses is free for the whole duration of the development of the project;

- The courses are accessible to the persons willing to develop themselves professionally and who are members of the target group of the project;

- The graduation of the programs is finalized through qualification/graduation certificates which are emitted and recognized by Ministry for Work and Social Solidarity and/or The Education, Research Youth and Sport Ministry

The occupations for which these courses are organized are frequently required by the firms present in the work market in Romania

BIBLIOGRAPHY

1. *** Proiectul POSDRU/13/5.2/S/11nr.106/25.09.2008 – „Dezvoltarea pieței muncii prin promovarea ocupațiilor neagricole în mediul rural”, coordonat de Universitatea de Științe Agronomice și Medicină Veterinară din București (USAMV)
2. *** Forța de muncă în România Ocupare și șomaj, INS, 2008:14